G. R. S. IX-5]

Previous references.

File No. 68-18

1919.
(Envl)

Serial Nos. 1965 25 & 27

Later references.

Med 33-18 (5,9,11,34 & 35)
Med 239-3585/1-2

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Eighth

Part B for Dec 19.

SUBJECT.

Appointment of Lady doctors.

(C 27) To,

The Senior Surgeon
" Comptroller
No G 12409-10 of 26-11-19

Sanctions the appointment of Miss Ratnamma Isaac on the usual conditions as an Asst Surgeon II grade in an existing Vacancy on a pay of Rs 170+30 (Ist allowance) with effect from 1st/4 January 1920.

W D1250—GPB—30,000 23-1-19

23/12/19.

(For Disposal by Circulation)

No. C. 101

15. 8. 1919

GENERAL AND REVENUE SECRETARIAT.

COUNCIL MATTER.

SUBJECT.

Proposal to appoint Mrs. M. Ratnamma Issac as an Assistant Surgeon in the Medical Department.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

15th August 1919

Chief Secretary to Government.

Extraordinary Member of Council. 26.8.19.

1286-82 / 19-8-19 First Member of Council. Opinion recorded. 20.8.19

Second Member of Council. Opinion recorded.

260 / 15.8.19 Third Member of Council.

MD 2670—GPB—1,000—11-5-17

G. R. S. III—1] 1919-20

GENERAL AND REVENUE SECRETARIAT.

(Medical)

NOTES.

File No. 68-18

FILE HEADING.

Appointment of Lady Doctors.

From

Miss M. Ratnamma Isaac, L.M. & S.,
c/o Mr. J. R. Isaac, B.A., M.B.C.; Govt. Leg., J.M.C.A;
Bangalore

No. Appt. Dated 7.7.19. Received 15.7.19.

Diary No. 977.	Enclos. 2. Spare Copies. -	Serial No. 19

BRIEF ABSTRACT OF LETTER.

Applies for the post of a Lady Surgeon in the Mysore Medical Service at Bangalore.

NOTES AND ORDERS.

Chief Leg.

1/ May be sent to S. Surgeon for consideration. We want more Lady Doctors.

Sdy A.R.B.
12/7.

Asst Leg.

2/ Please send to Senior Surgeon.

Sdy C.S.B.
14/7/19

NOTES—First Sheet.

G. R. S. III-2]

General and Revenue Secretariat. | Secd File No. 68 of 1918-19 | 777 8711 4915

Serial No.

3) Draft submitted.
14/7/19 4) Done

20 To Snr Surgeon (7)
Nos 1723 & 2407 &
Forward the application and bills for the date in.

Ques 20/7

21. From Mrs M. Ratnamma Isaac, d/ 17.7.19 — Submits two more credentials in connection with her appln d/ 7.7.19 (P. 19).

5) This also may be sent to him (Snr Surgeon) for favourable consideration, as the credentials seem to be good.
(Sd) M. K.

6) Asst Secy.
Lend & Sr Surgeon.
(Sd) C. S. B.

7) Draft putup.
28/7
30/7

22 From the Senior Surgeon, D.O. No. C. Dis 120 dated 25/28.7.19 — Fds a printed form of appln duly filled up by Mr J. R. Isaac on behalf of Mrs M. Ratnamma Isaac stating that he cannot recommend the entertainment of Mrs Isaac in a pay higher than Rs 120/ p.m in the 2nd grade of Asst Surgeons for reasons given & that Mr Isaac is not willing to accept a pay less than Rs 300/ p.m.

8) Chief Secy's remarks on papers —
Put up refer & submit to Member —

9) The Asst Surgeon in charge forwarding the two credentials received in & of 21 need not perhaps issue now, as the report has been received in the

NOTE—Contn. sheet.

General and Revenue Secretariat. | Secd File No. 68 of 1918-19

Serial No.

in the matter.

30/7 397

23. From the Senior Surgeon, Rc. C. Bis 142 & 26/28/7/19 —
Invites refce to Cl 22 & states that Mrs Isaac may be offered a post of Asstt Surgeon, 2nd grade, on Rs 130 of ~~Rs 100~~ if she is willing to accept the salary, & Sea Allce of Rs 30 & start work, subject to the usual conditions of a year's probation, & an agreement of at least three years' service.

(10) Submitted for orders.

31/7 '18

Secd Member)

"Hearing my wife that Govt are badly in need of lady doctors I offer her the appointment Rs 130 a month plus the Sea allowance. She will not then separate me from lady doctor in service — Mrs Isaac's professional qualifications are very good —

I say maybe dealt with by circulation

Dewan

5/8

5.8.19

DEWAN'S OFFICE.
Recd. on AUG 8 1919
Reg. No. 924

NOTE—Contn. sheet.

(13) Yes — no objn. if she agrees to these conditions.

9.8.19

(14) C.S. Circulate.

12/8.

18/8/19

R. S. III-2]

General and Revenue Secretariat. | Ind File No. 68 of 1918-19

Serial No.

15

[illegible]

NOTE—Contn. sheet.

C. 101

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 68 of 1918.

Serial No.

~~Extract from the Proceedings of the Council is put up.~~

Circulation Complete

(1) Forwarded, with compliments, to the Financial Secretary to Government, for concurrence or remarks if any.

By order,

C Balasundaram
Chief Secretary to Govt. 2/8

K 591-19

(2) The particular Vacancy against which the appointment is made may be mentioned in the order.
Issue
30-8-19.

Chief Secy)

8
1/2

(3) To the Asst Secy. Dr's Branch
for D.M.S. & D.S.N.

CSZ
2/9/19

(4) Addressed to the S. Surgeon is put up for appt requesting him to ascertain if the lady is willing to accept this offer. If appt a draft will be put up on receipt of the S. Surgeon's reply on this point. (Attention is invited to Dewan's order in para 3.)

Chapters)

Issue
3/9/19

(5) Issued
CSZ
7/9/19

NOTE.—Contn sheet

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 68 of 1918

A 1 5765

Serial No.	
24	To The Senior Surgeon Pro Ge 5940 D 16-9-19 Requests to ascertain if the Lady is ~~willing~~ willing to accept the pay of Rs 150/- with the usual sex allowance of Rs 30/-.

Genl A
Pl. with draft D/ 17/9
Returned 18/9

22) Submitted with a draft reminder for approval
180 688
13/9/19 19/9.

Reply received
Report put up.

23) Issue
Reminder 167 Issued 2004 D/18.9.19

Genl A
22/9

From The Senior Surgeon
Do Pro Ge 115.4 D 20.9.19
States that the information called for, will be furnished on receipt of a reply from Mrs Isaac.

22 MP 19

25 From The Senior Surgeon.
Ge 115-8 D 27.9.19.
Forwards a copy of Mrs Isaac's reply praying that she may be offered the pay she is now getting in the Govt Maternity Hospital, Madras, (viz) (Rs 200+30) and states that he cannot recommend any emoluments to Mrs Isaac which are higher than those drawn by Asstt Lady Medical Officers who possess the same qualification & who have put in approved

NOTE—Contn. sheet.

G. R. S. III-2]

5765 / 6343

General and Revenue Secretariat. Med File No. 68 of 1918

Serial No.

approved Service 27 years 4 years —

24) Submitted for orders with refce to para 20.

Offg — Offg
2/10. 2/10.

25) The S.S. may send a reply to Mrs Isaac in these terms. The terms already offered to her are the most that can be given to her. (Vide paras 11–16 above)

Offg
8/10

(Ch Secy).

2nd member

1727
15-10-19

Offg
13/10

*Interim put up —

26) Please see Mr D'a's minute X Mr Venn requesting under intimation from Mr Warren and state that no reply. Mr Isaac D'a is awaited.

Secy
16/10.

27) Please put up with S.S's letter received today.

Offg
18/10/19.

From the Senior Surgeon Bangalore no. S.C./115-12 dated 16th October 1919 (17th) states that Mrs. Isaac has intimated her willingness to accept the post of Asst Surgeon in Bangalore on Rs 170+30 a month from 1st Jany 1920

28) Submitted for orders.

Offg
18/10/19

Offg
17/10

30) The modified proposal may be approved in Council. A D.O. will then be put up. Perhaps the Surgeon may inform Mrs Isaac that "Bangalore" cannot be guaranteed —

Offg
18/10

(Ch. Secy)

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 68 of 191 8.

Serial No.

31) May be dealt with at next Council meeting

2nd member Dewan

1744/20.10.19

CBS 20/10/19

20.10.19

32) Laki 21/10/19

33) Yes

22.10.19.

NOTE—Contn. sheet.

C.101

Extract from the Proceedings of the 508th *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 23rd October 1919.

34)

16. **Subject. - Clause v of the schedule.**

Appointment of Mrs. M.Ratnamma Isaac as Assistant Surgeon in the Medical Department.

Opinion of the Council.

Mrs. Ratnamma Isaac may be appointed as Assistant Surgeon 2nd class on Rs.170 plus 30 (Sex allowance) with effect from 1st January next in an existing vacancy and placed next below Mrs. Uchgaonkar.

(Signed) M. Kantaraj Urs,
Dewan of Mysore.

EXTRACT

Chief Secretary to Government.

WD.1148—GPB—1,000—23-12-18

C.101

WD 1233—GPB—60,000—1-12-16—S.

10

G. R. S. III-2]

General and Revenue Secretariat. | Med. File No. 68 of 1918.

Serial No.

35) To the Assistant Secretary, Branch III (medical section) for kindly submitting the file to the Second Member of Council with a draft Final Note.

CSJ
25/10/19
By Mw
27.10.19

36) Draft for it up.
CSJ
28/10.

31) Clean typed copy
Mw
3/11

Issued

38) A typed D.F.N.
GD
6-11-19

39) DFN for affd
Mw
8/11

Second Member)

2186
8-11-19

DFN signed
Ldw
9/11

DEWAN'S OFFICE.
Recd. on NOV 15 1919
Reg. No. 3335

D.F.N. Submitted

Dewan

CSJ
14/11/19
Mw
14/11

NOTE—Contn. sheet.

Final Note by the Second Member of Council.

Subject:-

Appointment of Mrs. M. Ratnamma Isaac, L.M.& S., in the Mysore Medical Department.

Mrs. Ratnamma Isaac, L.M.& S., 1st Lady Assistant Surgeon, Government Maternity Hospital, Madras, who is getting a salary of Rs.200 plus Rs.30 per mensem, sent in an apllication on 7th July 1919 for the post of a Lady Doctor in the Mysore Service on a pay of Rs.300/- per mensem.

A & B

2. The Senior Surgeon, who was consulted was of opinion that Mrs. M. Ratnamma Isaac might be entertained on a pay of Rs.120/- plus 30 (sex allowance) subject to the usual conditions, considering that a pay of Rs.150/- was offered quite recently to two Lady Medical Graduates of Bombay who had obtained a higher qualifications and that there were two Lady Graduates in the Medical Service of the State possessing the same qualifications as Mrs.Isaac and who were in receipt of a pay of Rs.140/- and Rs.150/- (on the date of her communication) after a service of 7 and 4 years respectively.

E & G

3. The lady graduates referred to are Miss. A.G.Allen and Mrs. Mathura Bai Uchgavkar. The pay of both has since been raised and equalised. They will get a pay of Rs.170/- per mensem + 30 sex allowance on the 1st of January 1920. When the papers came before me on 5th August 1919 I recorded the following minute:-

Page 2 — Office Notes

"Having regard to the fact that we are badly in need of Lady Doctors I would offer the applicant Rs.150/- a month plus the sex allowance. She will not then supersede any Lady Doctor in service. Mrs.Isaac's professional qualifications are very good."

4. The Dewan and the other Members of Council agreed to the proposal and enquiries were made through the Senior Surgeon whether

Page 3 & 4 — do — 103

the Lady was willing to accept the appointment on the pay offered. She wrote to the Senior Surgeon asking him to reconsider the question of remuneration and repeating her demand for the grant of the pay and allowance she was getting at Madras. She sent a copy of the letter to the Dewan and asked him to consider the matter favourably. Thereupon the Dewan observed as follows:-

"The applicant possesses very good certificates which speak highly of her qualifications. It seems very desirable to secure her services to our Medical Department." Then I suggested to the Senior Surgeon that Mrs.Isaac might be offered Rs.170/- plus Rs.30/- (sex allowance) from 1st January 1920, as by that date both Mrs. Madhura Bai and Miss. Allen would be getting the same pay and Mrs. Isaac would thus not supersede either of them.

Mrs.Isaac has communicated her acceptance of this offer.

5. The matter was considered in Council on 30th October 1919 and they are of opinion that "Mrs.Isaac may be appointed as an Assistant Surgeon 2nd Class on Rs.170/- plus Rs.30/- (sex allowance) with effect from 1st January next in an existing vacancy and placed next below Mrs.Uchgaoker."

Page 3 of office Note

6. The resolution of the Council may be graciously approved.

MEMBER OF COUNCIL.

12th November 1919.

Submitted to His Highness.

I submit herewith a Final Note by the...Second.....

Member of Council on the subject:~~x~~..appointment..of.

Mrs.M.Ratnamma..Isaac.,...L.M.&..S.,...in..the..Mysore..Medi-

cal. Department.,..... ..... .-. ....-....., ...-

for His Highness' gracious approval.

18th Nov. 1919

Dewan.

101

114

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Appointment of Mrs.M.Ratnamma Isaac, L.M.S., in the Mysore Medical Department.

589

Order.

~~K.R.W.~~
20/11/19

C.L.
21.11.19

6343

C.101

G. R. S. III–2]

General and Revenue Secretariat. | Med File No. of 191

Serial No.

(*)

31. All urgent or confidential files returned with His [Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned, should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of (*) His Highness' orders ~~before~~ / ~~after~~ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure).

CS Balasundaram 24/11/19
Chief Secretary to Govt.

Through the Secretary to Government,

.....Department.

FIRST MEMBER OF COUNCIL (On leave)

2504
21-11-19

SECOND MEMBER OF COUNCIL 24/11/19

1859
24/11/19

~~TEMPORARY~~ MEMBER OF COUNCIL. 25/11

Govt Proc
Early CSR
25/11

NOTE.—Contn. sheet

WP 1573—GPB—500—4-3 19

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 68 of 1918.

Serial No.

Submitted with a draft for approval

Sr 26/Dec. 26/11

Done
Sr
26/11

H. H. has approved the proposal.
F/D has agreed — Page 5.
Draft & fair communicating the above submitted.

1. XII. 19

Sr 2/12

Done
5/12/19

Communicated
9/12

27 To

The Dr Surgeon
The Comptroller
No G/2409-10 dt 26.11.19.

Sanctioning the appointment of Miss Kathramma Varkie on the usual conditions as in Asst Surgeon II grade in the existing temporary incl pay of Rs. [illegible]
draft notification is put up
Sr It is not known whether they
11/12/19.

Please put up draft notification
Sr 11/12

NOTE—Contn. sheet.

X(30)-19
Particulars regarding pay mentioned
16/15
2/12

6343 17

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 68 of 191 8

Serial No.

of the Govt of Madras has been obtained to her appointment in the State Service. She has only forwarded her application through the Govt Govt maternity Hospital, Bangalore but through the Madras Govt.

It is a point for orders whether the notification if approved should issue now or after she joins Service here.

885
11/12

Note for magazine when She has joined only.

Recd
Secy.
17/12

17/12

PROTD 18 DEC 1919

NOTE—Contn. sheet.

DEWAN'S OFFICE
Date of Receipt 12-7-19
Petn. Regr. No. 38

To

The Dewan,
Government of Mysore,
B A N G A L O R E

From:

Mrs.H.Ratnamma Isaac, L.M.&.S.
C/o Mr.J.R.Isaac,B.A.,B.B.E.,
General Secretary Y.M.C.A.,
B A N G A L O R E City

Through:

The Superintendent,
Government Maternity Hospital,
M A D R A S.

Dear Sir,

I beg to submit my application for the Post of a Lady Surgeon in the Mysore Medical Service at Bangalore.

I passed my L.M.&.S.Degree Examination of the Madras University in March 1917, standing first in the Presidency. I also won the Gold Medal of the year for Midwifery & Women's & Children's Diseases. I have won Honour's Certificates in Physiology and Dentistry.

Since graduation I have been employed as the First Lady Assistant Surgeon in the Government Maternity Hospital in Madras in charge of the Out-patients Dept: and for sometime in charge of the Children's Ward and then in charge of the Caste and Gosha Wards.

I am also the Lady Doctor for Prematernity Work and the Baby Saving Scheme of the Social Service League of Madras.

I beg to enclose herewith a few of my testimonials for your perusal.

I beg to remain,

Dear Sir,

Your most obedient servant,

M. R. Isaac.

Forwarded & strongly recommended.

We shall be very sorry to lose the services of
the Lady D.C. but we consider it is not right
to stand in her way & prevent her obtaining
a better post. I hope she will be successful
in obtaining the appointment. She is a capable
& practical lady D. & with I feel sure do
excellently in the appointment

L. A. Stirling
Matron.
Supt. Gen. Lunatic Asylum
Woodside.

Woodside.

7/7/19

Mrs.Isaac has been working with us in the Government Maternity Hospital Madras for the last two years. She is very keen in her work and has got a sound knowledge of Midwifery and gynaecology. She augurs to become a very efficient Doctor when put in independant charge.

Sd/. S.Rangachary, M.B.C.M.,
Assistant Superintendant,
Government Maternity Hospital MADRAS.

7. 7. 19.
MADRAS.

/ True Copy/

__ of letter No.752-C.S.R./ dated the 16th July 1919, from the Offg. Deputy Secretary to the Government of India, Simla,

---

I am directed to invite a reference to the rule contained in Article 152, Civil Service Regulations, that when an increment is withheld, the authority having power to withhold is to decide both for what period the order will have effect, and also whether it is or is not to have the effect of similarly postponing future increments. It hs been brought to the notice of the Government of India that this procedure is not always strictly observed, and that in some cases orders to withhold have, in consequence, been interpreted as automatically postponing all future increments though it probably had not been the intention of the withholding authority to inflict so severe a penalty.

In order to guard against undue hardship, the Government of India have accordingly decided to lay down a general principle for the guidance of audit and other officers who have to interpret such orders; and the oppurtunity has also been taken to lay down a similar principle of interpretation in the case of increments granted in advance.

2. As the postponement of all future increments is a very severe cumulative penalty, the Government of India have decided that when the authority passing orders to withhold an increment fails to specify clearly for what period the officer is to be deprived of his increments, the deprivation should be held to cease on the expiry of the period during which the officer would have drawn the increment withheld. For example, if on the 1st July 1919 an officer already drawing a pay of Rs.110/- in a grade of Rs.100-10-150 and in ordinary course entitled to an increment of Rs.10/- on the 1st July each year, is ~~published~~ punished by

20

by refusal of the next increment, to which he would otherwise have been entitled on that date, he will, in the absence of special orders to the contrary, be entitled on the 1st July 1920 to draw Rs.130/- and not Rs.120/- only;

3. In the case of increments granted in advance, it is usually the intention that the officer should be entitled to increments in the same manner as if he had reached his position ~~in the scale~~ in the scale in the ordinary course and, in the absence of special orders to the contrary, he should be placed on exactly the same footing as regards future increments as an officer who has so risen.

No.753-C.S.R.

Copy forwarded to the several Departments of the Governments of India (including the Financial Adviser, Military Finance, and the Indian Munitions Board) the Comptroller and Auditor General, Heads of Departments subordinate to the Finance Department, all Accountants General and Comptrollers, Chief Auditors of State Railways and Government Examiners of Railway Accounts, the Examiner of Accounts, Military Works Services, the Examiner of Government Press Accounts, the Audit Officer, Delhi Province, and to the Examiner of Customs Accounts

By order etc.,

(Sd.) A.V.V.Aiyar,

Assistant Secretary to the Government of India.

21

Med 68-18-20

GOVT. OF H. H. THE MAHARAJA OF MYSORE.

GEN. & REV. SECRETARIAT.

OFFICIAL MEMORANDUM

No. C/1173/3 BANGALORE,

7/7/19 CG.

The accompanying Petition Registered No. 977 dated 7.7.19 received at the General and Revenue Secretariat from Mrs M. Ratnamma Isaac L.M.S., Madras, applying for the post of a Lady Surgeon in the Mysore Medical Service at Bangalore,

is forwarded, ~~together with its enclosures~~, two to the Senior Surgeon in Mysore,

for Consideration & report. The petition may be returned with the reply.

By Order,

Chief Secretary to Government.

16/7

CG

D 1957—GPB—4,000—9-2-16

C.S./67

1871

Civil

17. 7. 1919.

MEC 68-18 21

DEWAN'S OFFICE
Date of Receipt 24.7.19
Dn. Regn. No. 8

To

The Dewan,
Government of Mysore,
BANGALORE.

2320

FROM

Mrs. M.Ratnamma Isaac L.M.&.S.,
C/o Mr.J.R.Isaac, B.A.,M.B.E.,
General Secretary Y.M.C.A.,
BANGALORE CITY.

Dear Sir,

In continuation of my application made on 7.7.1919 for the post of a Lady Surgeon in the Mysore Medical Service at Bangalore, I beg to submit herewith two more credentials; one from Major General G.M.Gifford, Surgeon General with the Government of Madras and another from Major Elwes, C.I.E., M.D., Professor of Medicine Madras Medical College, and late Secretary of the Countess of Dufferin Fund.

I beg to remain,

Dear Sir,

Your most obedient servant,

M. R. Isaac

(orders to be sent to Sec. Surg. for consideration)

22.7.19

SURGEON GENERAL WITH GOVERNMENT

MADRAS.

This is to certify that Mrs.Isaac is a willing, capable and efficient Lady Doctor. I have much pleasure in recommending her for employment under the Mysore Government.

Sd./ G.M.GIFFORD.

Major General I. M. S.,

SURGEON GENERAL WITH THE GOVERNMENT OF MADRAS.

Rayapettah
MADRAS:
16th July 1919

/ True Copy /

Telephone No.280.

East Nook,
Marshall's Road,
Egmore MADRAS.

Mrs. Isaac L.M.&.S. has been known to me for several years, having been a student of mine when she was at the Medical College before taking her degree, and since qualifying she has worked under the Superintendance of the Dufferin Fund on Prematernity Work. I have therefore had ample opportunity of becoming acquainted with Mrs.Isaac and her work, and I have much pleasure in testifying to her capabilities and professional knowledge. She has had exceptional opportunities of gaining practical experience in Midwifery and Diseases of Women and Children.

F. F.ELWES, C. I. E., M. D.,
Major I. M. S.,
(Late Hon: Secretary C.D.F.)

16. 7.1919.

(true copy)

From

Office of the Senior Surgeon, Mysore Govt.,

Dated Camp Mysore, 25th July 1919.

D. O. No. C. Dis. 120/20

1995.

Dear Sir,

With reference to your D.O. letter No. 123, dated 14th July 1919, I write to inform you that Mr. Isaac, who is reported to have called at my office in Bangalore, was supplied with a copy of the printed form of application, which has since been returned by him duly filled up and is herein enclosed in original.

Mrs. Isaac took the L.M.& S. Degree of the Madras University only in 1917, or two years ago. Although her professional attainments may be said to be good from the fact that she is reported to have won a Gold Medal and certificates and to have stood first in the Presidency for that degree, yet, considering that we offered only Rs. 150/- to two Lady Medical Graduates of Bombay who had obtained a higher qualification, viz., M.B., B.S., (one of whom will join duty shortly) and that two Lady Graduates having the same qualification as the present applicant, viz., the L.M.& S. Degree, are now in receipt of a pay of only Rs. 150 (in addition to the sex-allowance of Rs. 30) after having put in a service of seven years, I cannot recommend the entertainment of Mrs. Isaac on a pay higher than Rs. 120 per mensem in the Second Grade of Assistant Surgeons. Mr. Isaac, however, represents that Mrs. Isaac is not willing to accept a pay less than Rs. 300 per mensem. Awaiting further orders of Government in the matter,

Yours sincerely,

C. S. Balasundaramier Esq., B.A.,
Chief Secretary to Government,
Bangalore.

P. W. C. 21]

APPLICATION FOR APPOINTMENT.

OFFICE OF THE CHIEF ENGINEER MYSORE GOVT. 24. JUL 1919

G.C.E. 24.7.19.

SIR,

I beg to tender this my application for appointment and state the following particulars. Specimens of my handwriting, in English and Kanarese, on half sheets of paper, foolscap size, are annexed hereto together with copies of my testimonials.

I am, your obedient servant,

(Signature) M. R. Isaac

(1) Name. (Mrs) M. Ratnamma Isaac

(2) Approximate date of birth. 13th July 1886

(3) ~~Father's~~ Husband's name. Mr J. R. Isaac B.A. M.B.E. Retired secretary y.m.c.a, Bangalore city.

(4) Caste, sect, etc. Christian

(5) Place of birth or domicile. Palamcottah

(6) Residence and address. y.m.c.a, Cenotaph Road Bangalore city

(7) Previous appointment, if any and the reason for its cessation. "

(8) Present occupation and salary, if any. First Lady Asst. Surgeon Govt Maternity Hospital Madras Salary & allowance Rs 200 + Rs 30.

(9) What post is sought ~~& pay expected~~. Lady Surgeon in Bangalore

(10) Claims by relationship to past or existing servants of the State.

(11) Personal claims (such as by services rendered in acting or temporary appointments, etc.)

(12) Qualifications such as examinations passed, etc. L.M. & S Degree from the Madras University Stood first in the Presidency in 1917. Honours certificate in Physiology & Dentistry. Won gold medal for midwifery & children and women's diseases. Lady Doctor in charge of Out Patients Dept of Govt. Maternity Hospital & also in charge of Baby ward & also Caste & Outcastes wards. Lady Doctor for Prematurity work & Baby Saving scheme of the Social Service League of Madras.

(13) Other particulars which the applicant wishes to state

WD A982—GPB—1,000—12-5-18

2

No. C.Dis.142.
Encls.

Office of the Senior Surgeon, Mysore Govt.

Dated Bangalore, 26th July 1919.

From

Rajakarya Pravina Rao Bahadur
T. V. Armugam Mudaliar, Esq., M.B., C.M.,
Senior Surgeon with the Government of
H.H. the Maharaja of Mysore, Bangalore.

To

The Chief Secretary to the Government of
H. H. the Maharaja of Mysore,
~~Department~~, Bangalore.

Sir,

With reference to your office memorandum No. G.1723-Med.68-18-20, dated 24th July 1919, forwarding for report an application from Mrs.M. R. Isaac, L.M.& S., I have the honor invite your reference to the D.O. reply No.C.Dis.120, dated 25th July 1919, camp Mysore, just despatched, and to state that Mrs.Isaac may be offered a post of Assistant Surgeon, Secod Grade on Rs.120 and the usual sex-allowance of Rs.30 to start with, if she is willing to accept the same subject to the usual conditions of a year's probation and an agreement of at least three years' service. Theenclosures are returned herewith as desired.

I have the honor to be
Sir,
Your most obedient servant

In reply to your
D.O. No. 123 dated 14-7-19.

Personal Assistant
For Senior Surgeon,
(Absent from station)

From 2663

The Senior Surgeon
with the Govt. of Mysore,
Bangalore.

To

The Secretary to
the Government of Mysore,
Dept., Bangalore.

Dated 28-7-1913

No. S. C. Dis: 142

Encls. 3.

Ch Sath Clk

Subject.

Re. the appointment Gnos. M. R. Isaac L. M & S as a 2nd Grade Assistant Surgeon

26

G. R. S. VI—G/32]

SUBJECT.....

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Diary No. of letter replied to..... .....

GENERAL AND REVENUE SECRETARIAT
( )
the 191 .

Date of issue 6/9/19

Signed by Mr M.V. Ryeegen

Section Med.
File No. 68-18
Serial No. 24

No. G 5940

To

The Senior Surgeon

Dear Sir,

With reference to correspondence ending with your letter No C.Dis 142 dt 21/8/19 regarding the appointment of Mrs D. Ratnamma Isaac the State Medical Dept I am desired to request you to ascertain if the lady is willing to accept a pay of Rs 150 with the usual sex allowance of Rs 30/-

The favour of an early reply is requested —

Yours faithfully

Mr 5/9/19

Sper. 7/9

27

G. R. S. VI—G/32]

SUBJECT.....

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Diary No. of letter replied to 2091.

GENERAL AND REVENUE SECRETARIAT
( )
the 191 .

Date of issue 18/9

Signed by M. Hw. Ry

Section med
File No. 6 8 18
Serial No.

No. 97004

To

The Senior Surgeon in Jaffna

Sir,

I am desired to invite your attention to my D.O. letter no G. 5940/med 68-18-24 of 6.9.19 re mrs Ratnamma Isaac's willingness to accept a pay of Rs 150 + Rs 30 (Sex allce) and to request you to be so good as to forward the information called for therein at a very early date.

I have &c

A Thevenetz

over.

15/9

13/9/19

19/9

Forwarded

OFFICE OF THE SENIOR SURGEON,
MYSORE GOVERNMENT.

D. O. No. G.C.115-4

Bangalore, 20-9-1919.

Dear Sir,

In reply to your D.O. letter No. G.7004-Med., dated 18th September '19 I write to inform you that the information called for in your letter of the 6th September 1919, will be furnished on receipt of a reply from Mrs Isaac (not received till today) to this Office communication No.115-2, dated 11th September 1919.

Yours sincerely,

M. Venkatesiengar Esq.,M.A.,
Assistant Secretary to Govt.,
Gen. & Rev. Departments.

27.

The Dewan,
The Government of Mysore,
Bangalore.

Dear Sir,

Thanking you for the interview you kindly granted to me, I beg to enclose herewith a copy of my reply that I have sent to the Senior Surgeon to the Government of Mysore. May I request you to kindly consider it favourably.

I beg to remain,

Dear Sir,

Your most obedient servant,

M. Ratnamma Isaac.

City Y.M.C.A.
20th September 1919.

MEMORANDUM.

To

Reply from

M.Ratnamma Isaac, L.M.&.S.,
C/o Mr.J.R.Isaac, B.A.,M.B.E
General SecretaryYMCA.,
BANGALORE CITY

20. 9. 1919

The Senior Surgeon,
Mysore Government,
Bangalore.

Dear Sir,

Many thanks for your letter dated 10th September 1919 offering me a Lady Assistant Surgeon's post on a pay of Rs.150 /- with an allowance of Rs.30/- May I request you to kindly reconsider the remuneration offered to me, as I am at present getting Rs.200/- + Rs.30/- in the Government Maternity Hospital Madras. In view of the fact of my good qualifications and exceptional training in Gynaecology and Midwifery in the said Hospital, I trust it will be possible for you to offer me the same remuneration.

I beg to remain,

Sir,

Your most obedient servant,

M. Ratnamma Isaac.

"Case
to ~~[illegible]~~ devices
to the appears Doctr
a competent Medy
Doctr until found
qualified.-

Yours

Dem Dr. Hermann Cohen

Mein Isaac hat
Ihnen sicher schon
Sachen [illegible] [illegible] [illegible]
Ostern [illegible] [illegible] [illegible]
[illegible] [illegible] [illegible] [illegible]
[illegible] [illegible] [illegible] [illegible]
[illegible]

Camp Mysore,

24th September, 1919.

Dear Dr. Armugam Mudaliar,

Miss Isaac has represented to the Dewan Saheb that the pay offered to her (Rs. 150+30) is not sufficient and that she will be a great loser by accepting the same as she is getting now Rs. 200 + 30. The Government agree with you that she should not be allowed to supersede Mrs. Uchgavkar and Miss Allen, but she may be given the same pay as they are at present drawing viz., the pay which they would get if they were put in the Rs. 150/- grade from the date of the Re-organisation Scheme. This pay may be offered to her and you may consider the advisability of giving her a personal allowance so as to raise her emoluments to Rs. 200/-. In view of the paucity of the lady Doctors, Government do not like to lose her services as she appears to be a competent lady Doctor with good qualifications.

Yours sincerely,

No. G.C.115-8 Office of the Senior Surgeon, Mysore Govt.
Encls. Dated Bangalore, 27th September 1919.

DIARY No. 5765

From

Rajakarya Pravina Rao Bahadur

T. V. Armugam Mudaliar, Esq., M.B., C.M.

Senior Surgeon with the Government of

H. H. the Maharaja of Mysore, Bangalore.

To

The Chief Secretary to the Government of

H. H. the Maharaja of Mysore,

Bangalore.

Sir,

In continuation of my D.O. letter No.G.C.115-4, dated 20th September 1919, I have the honor to give in the margin a copy of Mrs.Isaac's reply praying that she may be offered the pay she is now reported to be drawing at Madras, and to state that I am not prepared to recommend any emoluments to Mrs.Isaac which are higher than those drawn by Assistant Lady Medical Officers who possess the same qualification and who have already put in approved service of 7 years and four years.

"Dear Sir,
Many thanks for your letter dated 10th September 1919 offering me a Lady Assistant Surgeon's post on a pay of Rs.150, with an allowance of Rs.30. May I request you to kindly reconsider the remuneration offered to me, as I am at present getting Rs.200+30 in the Government Maternity Hospital, Madras. In view of the fact of my good qualifications and exceptional training in Gynaecology and Midwifery in the said Hospital, I trust it will be possible for you to offer me the same remuneration. I beg, etc. (Sd) M.Ratnamma Isaac"

I have the honor to be,

Sir,

Your most obedient servant,

T. V. Armugam

Senior Surgeon.

From

The Senior Surgeon
with the Govt. of Mysore,
Bangalore.

To

The Chief Secretary to
the Government of Mysore,
Dept., Bangalore.

Dated 27-9-1919

No. G.C. 115-8.

Encls.

GEN. & DEP. SECTT.
29 SEP 1919

Subject.

Re: the appointment of Mrs. Isaac.

30 SEP

Office of the Senior Surgeon, Mysore Gt

Dated Bangalore, 27th September 1919

No. G.C.115-7

Dear Sir,

Your D.O. letter dated 25th September 1919 saying that Mrs. Isaac may be offered the pay which Mrs. Mathurabai and Miss. Allen are now drawing and that I may consider the advisability of giving her a personal allowance so as to raise her pay emoluments to Rs. 200.

I have officially communicated to Government Mrs. Isaac's reply to the effect that she trusts it would be possible for me to offer her the same remuneration as she is now said to be getting at Madras, viz., Rs. 200 + 30 and have stated that I am unable to redommend for Mrs. Isaac any emoluments higher than those drawn by the Assistant Lady Medical Officers (above named) who possess the same qualifiation and who have already put in approved service of 7 years and 4 years.

Miss. Allen's representation praying that her own pay may also be suitably raised to maintain her seniority over Mrs. Mathurabai which has been disturbed in consequence of G.O. No. 26774-5-Med. 29-18-22, dated 29th May 1919, fixing the latter's pay at Rs. 150/- with effect from the date of Re-erganisation, is already before the Government, whose orders are awaited. Miss. Albuquerque has just been entertained on a pay of Rs. 300/- If now, on the ground of paucity of Lady Doctors in the service a salary of Rs. 200 (excluding sex-allowance of Rs. 30/-) is offered to Mrs. Isaac, it will, in all probability, drive out the Lady Assistant Surgeons now in the service who have already put in their period of compulsory service and are free to leave the service if they like.

Yours sincerely,

Mir Humza Husein Esq., B.A., B.L.,

Member of Council,

Camp, Mysore.

Dear Dr.Arumugum Mudaliar, 30

Issued on 6-10-19

Your D. O. No. G. C. 115-7 of the 27th ultimo regarding the question of pay to be offered to Mrs. Isaac.

Mrs.Mathurabai Uchgowkar's pay has been fixed at Rs.150 from 1st January 1918 and orders have lately issued giving Miss.Allen also the same pay from that date. These officers will be entitled to Rs.170 from 1st January next and their prospects will not be affected if Mrs.Isaac is started on the same pay from or after that date. She will of course rank next after Mrs. Mathurabai. The only other Lady Assistant Surgeon in the 2nd grade is Miss.D'Souza whose appointment has recently been sanctioned; but she can have no reasonable grievance as she is a newly passed medical graduate, while Mrs.Isaac has already been in the Madras Medical Service for some years

I request you to favour me with your considered opinion in the matter in the light of the facts set forth above. Having regard to the experience she has had and the special qualifications she possesses, Government are also prepared to grant if you see no objection, a personal allowance of Rs.30 to Mrs.Isaac, without prejudice to the seniority of Mrs.Mathurabai and Miss.Allen so as to bring her total emoluments to Rs.200 with a sex allowance of Rs.30 as requested by her.

P. T. O.

Mrs Isaac may therefore be granted a pay of Rs 170 a month with effect from 1st January with a sex allowance of Rs 30 - /wk with a view to consider any proposals she may make to bring her emoluments up to Rs 230 if she is willing to accept pay that is now offered

An early reply is requested.

Yours sincerely,

No. G.C. 115-12
Encls. one

Office of the Senior Surgeon, Mysore Govt.,

Dated, Bangalore, 16th October 1919.
17th 34
6343

From

Rajakarya Pravina

Rao Bahadur T. V. Arumugum Mudaliar, Esq., M. B., C. M.,

Senior Surgeon with the Government of

H. H. the Maharaja of Mysore, Bangalore.

To

Chief
The Secretary to the Government of

H. H. the Maharaja of Mysore,

~~Depty~~, Bangalore.

Sir,

In continuation of this office letter No.G.C.115-8, dated the 27th September 1919, I have the honor to inform you that Mrs. Ratnamma Isaac, in her letter dated 11th October 1919,* has intimated her willingness to accept an Assistant Surgency in Bangalore on a salary of Rs.170 plus Rs.30 a month from 1st January 1920. No guarantee of "Bangalore was given by this office. I have the honor to be,

*(enclosed in original, for perusal and favor of return when done with).

Sir,

Your most obedient servant,

Ratnamma

Personal Assistant
For Senior Surgeon
(absent from station)

~~Returned to the S. Surgeon~~
~~as 23-12-19~~
~~for~~

Returned to the Senior Surgeon
19/1/20

19/1/20

From

The Senior Surgeon,

Mysore Govt., Bangalore.

To Chief
The Secretary
to the Govt. of Mysore,
Deptt.,
Bangalore.

Dated 17-10-1919.
No. G. C. 45-12.
Encls. One.

Ch Sec'd 1919

Subject.

Furnishing information regarding the absconding of Mrs. Ratnamma Isaac.

Please perhaps send to me with file immediately

G.R.S. 28]

Ack

*Diary No. of letter replied to*_____

GENERAL AND REVENUE SECRETARIAT.
( )

, *the* 191 .

Date of issue 28/11

Signed by M' Rev. Sec'y

Recpd No 9E 35961 3.
29/12
File No 68-18
Serial No. 27

Proceedings of the Government of His Highness the Maharaja of Mysore

READ—

Correspondence ending with letter G.C-115-12 No 9 16 17 Oct 19 from the Sr Surgeon in Mysore re the appointment of Mrs R. Dracup LMS 1st Lady Asst Surgeon Govt Maternity Hospital Madras in the State service.

~~ORDER THEREON.—No.~~ G.O. No 42409-10 dt 9-12-19

Govt are pleased to appoint

over.

SUBJECT.

GPB—50,000—1-12-12

36. on the usual Conditions

Mrs Rakkammma Isaac[illegible]ao
an asst Surgeon II Grade[illegible]on
in an existing vacancy
a pay of Rs 170 + 30 (Sex allce) with
effect from 1st Jan~~y~~ ~~1919~~ 1920
She will be placed next below
Mrs Kechgaokar in that grade.

Chief
26/11

The Senior Surgeon,
The Comptr Gen' Ins & Secrt.

G. R. S. VI—G/32]

37

SUBJECT.....

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Diary No. of letter replied to .. ..

Section Mgt 8
File No. 3
Serial No.

GENERAL AND REVENUE SECRETARIAT

( )

, *the* 191 .

Date of issue.....

Signed by.....

~~No.~~
Notification

~~To~~

Mrs Ratnamma Isaac is appointed as an Asst Surgeon II grade, in an existing leave vacancy, on a pay of Rs 170 + 30 (ex leave) with effect from 1st Jan 1920 and placed next below Mrs Velugiskar, in that grade

by order

Chief Sec to Govt.

over.

To. The Compiler, Fort St. George Gazette

Copy to S.S.